

Asheville Interagency Hotshot Crew

Leadership Development Program

Crew Recruitment Brief Sheet

The Asheville IHC Program is actively recruiting candidates for our next spring fire season. This is a detail opportunity, not a hiring action. Each year 14 to 16 individuals are selected to participate in this unique Leadership Development experience. The crew reports in January and is active until the end of May.

Interested candidates must have a career or a career seasonal position with a federal agency involved in wildland fire. Our target candidates are current FFT2, FFT1 looking to gain experience, and those pursuing Single Resource Boss and Squad Boss training in leadership positions. Interested candidates must have approval from their local supervisors and must be able to commit to the entire detail period. The program has its own application process. Applications for the Asheville Hotshot Program will be posted on the National Forests in NC web site under the Fire and Aviation Information section ([Application Package](#)) in late June. Completed applications should be sent directly to the Asheville IHC. Applications must be received by October 1st to be considered and selected candidates will be notified later in the month.

The Asheville Hotshot Program was initiated in 1989. The Asheville IHC is one of only three hotshot programs in the nation specifically designed to develop future fireline supervisors. The program is administered through the Fire Management Office of the National Forests in North Carolina. The majority of wildfire and prescribed fire assignments are in the southeast but the crew has been assigned numerous times to other geographic areas.

Individuals that are selected will have a full schedule from the first day to the last. Candidates are expected to report in good physical condition with a positive attitude. Participation in our physical fitness program is mandatory. Extended periods of travel are normal. Wildfire and prescribed fire assignments are continuous throughout the season. Each day with the crew can be physically and mentally demanding. In addition, each crewmember is expected to perform in a leadership capacity at some point during the season.

Participation in the Asheville IHC program allows individuals to establish a solid foundation for a career in fire management. The crew is managed using the Incident Command System. Each crewmember has a position with duties directly related to the daily operations and/or logistics of the program. The crew typically works in various fuel types and topography. This can range from the Appalachian Mountains to the coastal plains.

The program is based just outside of Asheville, North Carolina in the Southern Appalachian Mountains. The program utilizes a full-service facility under contract to the U.S. Forest Service and provides the crew with lodging, meals, classrooms, and exercise facilities.

While assigned to the crew, base salary for all U.S. Forest Service employees will be funded by the Asheville Interagency Hotshot budget. Employees of all other agencies must have their base salary paid for by that agency.

For all individuals selected to the program, the home unit is responsible for the preparation of the candidate for the program. Home units must also cover travel costs from the duty station to Asheville, and the return travel home at the end of the detail.

If you need further information or have any questions you may contact:

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